BLACKBIRD FOR TRAINING

Organisational Development Specialist

28 December 2026 – 1 January 2027
Kigali (Rwanda)



Organisational Development Specialist

Ref: 321461_130970 **Date:** 28 December 2026 – 1 January 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

This Organizational Development course focuses on enhancing the capabilities of professionals involved in strategic change management within organizations. The importance of training and development in organizations lies in improving organizational performance by providing employee development programs and enhancing leadership and management skills. During this course, participants will acquire the knowledge and tools necessary to assess an organization's readiness for development, design and implement change strategies, and develop sustainable action plans to support long-term organizational growth.

The course aims to strengthen participants' ability to understand the significance of organizational development, analyze relevant data, and apply effective change management processes. Furthermore, it focuses on creating effective employee training programs and employee recognition programs that foster growth and productivity within organizations. With a strong emphasis on strategic change management in public sector organizations, this training ensures participants can apply their skills across diverse organizational structures and sectors.

Course Objectives

By the end of this course, participants will be able to:

- Understand the field of organizational development and its significance within organizations.
- Evaluate the organization’s readiness for development and make data-driven decisions.
- Develop tools for data collection and feedback to assess organizational development.
- Implement strategic change management processes within organizations.
- Design and implement employee development programs that enhance organizational performance.
- Assess the results of organizational change and ensure its sustainability.
- Define action plans and strategic goals to guide organizational development initiatives.



Course Outlines

Day 1: Introduction to Organizational Development

- Overview of Organizational Development and its importance for organizations.
- The main conceptual framework for organizational development.
- The history and pioneers of organizational development.
- Practical research methods and the role of data in assessing organizational needs.
- Assessing organizational readiness for development using practical tools.
- How human resources and the organization benefit from organizational development.

Day 2: Organizational Development Analytics

- Creating data collection tools to assess organizational development.
- Preparing and facilitating feedback sessions with employees and stakeholders.
- Conducting interviews and giving constructive feedback.
- Aggregating and analyzing collected data effectively.
- Developing a data collection plan and utilizing the insights gained.
- Gaining acceptance for the development process within the organization.

Day 3: Developing Organizational Strategies

- Identifying strategic assets and resources for organizational growth.
- Conducting strategic planning for the future of the organization.
- Performing a SWOT analysis to identify strengths, weaknesses, opportunities, and threats.
- Defining the vision, mission, and strategic goals for organizational development.
- Implementing a performance management system to track progress.
- Designing action plans and project plans to support development objectives.

Day 4: Overlap Between Organizational Development and Change

- Designing organizational development interventions that meet customer needs.
- Understanding the role of change management in the development process.
- Implementing the change management process effectively within an organization.
- Measuring internal customer satisfaction after implementing organizational changes.
- Evaluating the results of organizational development and ensuring sustainability.



Day 5: Organizational Development Maintenance

- Preparing the organization for maintaining change.
- Creating a protective system to ensure long-term success.
- Balancing expenses vs. final results ROI for organizational development.
- Conducting a sustainability audit to measure ongoing success.
- The role of entrepreneurship and continuous development in maintaining organizational growth.
- A dialogue on institutional development versus diagnosing organizational needs.

Why Attend This Course? Wins & Losses!

- Advanced skills in organizational development, learning best practices for employee development programs and strategic change management.
- Ability to evaluate organizational readiness for change and implement effective strategies for organizational growth.
- Development of an employee training program that enhances productivity and employee performance.
- Practical insights into strategic change management within public sector organizations.
- Tools to implement employee recognition programs that motivate and retain top talent.
- Knowledge of how to ensure the sustainability of organizational changes and improvements.

Conclusion

This Organizational Development and Strategic Change Management Course provides participants with the skills and tools required to drive impactful organizational changes. Whether you are an organizational development specialist or a manager seeking to improve performance within your organization, this course will equip you with the knowledge necessary to implement employee development programs, strategic change management, and sustainable development practices.

By attending this course, you will gain valuable insights into developing and maintaining effective organizational change strategies, designing employee training programs that drive success, and ensuring long-term growth and sustainability within your organization.

Join us in this course to learn how to create organizational success through strategic planning, employee development, and change management.

